

**Indian Health Service – Division of Oral Health
Career Path Options (as of 11/2016)**

This matrix will allow you to compare the Commissioned Corps and Civil Service options for working as an IHS dentist or registered dental hygienist. Direct Tribal Hire compensation and benefits are determined independently by the Tribe.

	COMMISSIONED CORPS	CIVIL SERVICE
US Citizenship	Required	Required
Minimum/Maximum Age Requirements	Must be under age 44 at time of commission.	None
Starting Rank or Pay Grade	Pay grade/rank for a dentist starts at O-3/Lieutenant. Pay grade/rank for a hygienist starts at O-2/Lieutenant Junior Grade.	\$100,957 – 215,000 for entry-level dentists. Entry level RDH, please call the contact at current vacancy.
Employment Commitment	Minimum of two years of service with IHS. Dentists: four years with signing bonus.	Negotiable
Medical Physical	Required	None
Dental Licensure/Education Requirement	DDS or DMD, and valid licensure from any US state or federal territory.	DDS or DMD, and valid licensure from any US state or federal territory.
Dental Hygienist Licensure	Bachelor's degree and valid licensure from any US state or Federal territory.	Fully accredited RDH training and valid licensure from any US state or federal territory.
Non-Taxable Income	<ul style="list-style-type: none"> - Housing Allowance - Subsistence Allowance - COLA (AK) 	None

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Health Benefits	<p><u>Officers:</u> Care at any uniformed service military treatment facility and other resources.</p> <p><u>Dependents:</u> Medical care through TRICARE. See http://www.tricare.mil.</p>	<p>Choice of medical and dental plans, from fee-for-service plans to prepaid HMOs. More information at http://www.opm.gov.</p>
Paid Annual Leave	30 days	<p><u>Number of days per year:</u> 0 - 3 Years: 13 4 - 15 Years: 20 16+ Years: 26</p>
Paid Sick Leave	As needed	Four hours accrued per pay period.
Life Insurance	Service Members' Group Life Insurance (SGLI)	Federal Employees' Group Life Insurance program (FEGLI)
Retirement	Retirement eligible after 20 years of service.	See http://www.opm.gov .
Paid Moving Expenses	Available for initial assignment, transfer, separation and retirement.	Available for transfers and most initial assignments - refer to USAJobs announcement
Bonuses	Available	Negotiable
IHS Loan Repayment Program *	Available	Available

*Civil Service, Commissioned Corps, and Tribal Hire are all eligible to apply for the IHS LRP.

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